



Military Health Systems (MHS) Human Capital Best Practices

- ☐ Army
- ☒ Navy
- ☐ Air Force
- ☐ PHS
- ☐ VA

Best Practice Title: Navy Sending Nurses to Graduate School

Purpose of this document: Best practices related to human capital and health care are being identified in the services. When an effective practice is identified, the MHS Human Capital Office or one of it's affiliated tri-service working groups will interview Points of Contact familiar with the best practice and create an executive summary so other services can see, at a glance, practices that may be beneficial to them. The MHS Human Capital Office will make these best practices available to all services, to recognize hard work and innovation and help the other military services benefit from it.

If you know of an innovative or best practice in your organization that you would like to see highlighted and recognized, please contact:

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Best Practice: Navy Sending Nurses to Grad School

☐ Basic
☒ Advanced

☒ Military
☒ Civilian

Executive Summary

Description/Summary: Nursing subspecialties with the greatest need for talent are identified; nurses who are interested in these subspecialties may apply to have their graduate school paid for under the “Duty Under Instruction” (DUINS) program. Among other requirements, nurses who apply must have a bachelor’s degree and two+ years of active duty service. The Navy pays their tuition and provides the field experience & internship needed. (For additional information see Navy brief).



Reason the Practice was implemented:

Navy nurses are frequently deployed or sent around the world to provide humanitarian aid. This leads to a great need for nurses with wartime and other specialty skills. The program was established to fill critical skill gaps and provide growth opportunities for Navy nurses.

Challenges:

There are still shortages in critical care, psychiatry and a few other specialties. To help mitigate this challenge, civilian spots were added to the program in specialty areas where there is a need to backfill acting military.

Outcome:

The first group of nurses enrolled in this program just completed their first year. It is the goal of this program to ensure quality care in wartime and peacetime for all contingencies by providing highly qualified Nurse Corps and Federal Civilian Nurses.

Stakeholders:

Not available



Resources Needed:

Not available



For additional questions or to suggest a best practice, please email the MHS Office of Human Capital:

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